

OCT 16 1978

Chairman, Incentive Awards Committee

Executive Secretary, Incentive Awards Committee

Award for Superior Accomplishment - [redacted]

REFERENCE: CIA Regulation [redacted] 25X1

25X1A9A

25X1 1. Agency Regulation [redacted] and supporting documents from the Assistant Director for Research and Reports recommending the granting of a within-grade pay increase as an award to [redacted], GS-15, for superior accomplishment have been reviewed to determine compliance with the standards set forth in the above reference. The Assistant Director for Research and Reports has requested that consideration be given for the award of an additional step increase in view of [redacted]'s unusual superior performance. Section 702(a), Public Law 429 makes provision for only one step increase within each of the time periods specified for the grade (52 and 78 calendar weeks). However, since Public Law 110 gives authority to the Director to determine the salary of employees, this additional step increase, if recommended by the Committee, could be presented to the Director for his consideration.

25X1A9A

2. [redacted] compensation is less than the maximum rate for his grade. He has received no previous advancement as an award during the past 78 weeks--the prescribed waiting period for a normal periodic pay increase.

25X1A9A

3. Standards - To merit an award for Superior Accomplishment, an employee's performance must meet one of the tests prescribed by Paragraph 3A (4) of the Regulation. The memorandum from the Assistant Director for Research and Reports presents evidence which can be considered as coming within the provisions of the above paragraph.

4. If the Committee favorably considers an award for Superior Accomplishment for [redacted] his salary will be increased from \$11050 to \$11300 per annum. If an additional step increase is recommended to the Director the salary increase will be to \$11550.

25X1A9A

FOR THE INCENTIVE AWARDS COMMITTEE

[redacted]

25X1A9A

*The evidence seems clearly to warrant one step
But specific justification for the steps seems lacking.
Perhaps recognition rather than monetary is the more
important thing in this case and if so one step
might suffice.*